

*All Inquiries Confidential*

Let's  
Break  
THE  
**SILENCE**  
AROUND  
**SEXUAL  
HARASSMENT**

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**848-4857**  
(K110)

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*La confidentialité est  
assurée*



**Concordia**  
UNIVERSITY

## Sound Familiar?

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- I know I got a lower grade than I deserve because I refused to go out with my professor. Problem is, how can I prove it?
- I dread going into my boss's office, because I know he is going to crack a crude joke or make remarks about my "sexy" clothes.
- My thesis advisor is always touching me. It's not really sexual, but it makes me feel very uncomfortable. I don't know how to get it to stop, without being accused of imagining things.
- This so-called study session with a classmate ended in sex: I really didn't want it, but I was too scared and embarrassed to yell or resist. Since then I've avoided the class we take together.
- Our instructor is always putting down women and making anti-gay jokes. We're getting really fed up. Can we do anything about it?

It's sexual harassment, and it can happen to anyone. It's offensive and illegal. No one has to put up with this kind of behaviour, or disrupt their studies or job because of it.

## Where Concordia stands

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Concordia is committed to eliminating sexual harassment and when necessary, to taking disciplinary action.

The Policy on Sexual Harassment makes clear that unwanted sexually-oriented behaviour which is accompanied by threats or promises of reward, or which interferes with your ability to study or do your job properly, is a serious offense.

There are several different procedures you can use to resolve a complaint and Concordia has a Sexual Harassment Officer ready to help you.

### **It's normal to:**

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- want the harassment to stop
- be afraid of what might happen if you complain
- want things just to go back to normal
- want to avoid "making trouble"
- think you may be to blame
- want to keep your problem private
- not want to be pressured into making a decision

### **Concordia respects these concerns**

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If you think you have been harassed, consult the Sexual Harassment Officer. You can get the advice and support you may need to decide what to do. All enquiries are strictly confidential. Talking to the officer does not oblige you to file a formal complaint. You make the decisions that are best for you. If you do decide to file a complaint, Concordia will provide you with all possible protection against reprisals.

### **Keeping quiet won't make it stop**

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Sexual Harassment has been a hidden problem for too long. If we don't talk about it, we can't stop it. Now you can talk about it, safely.

**Call Sally Spilhaus - 848-4857 or drop in at the Sexual Harassment Office - K110, 2150 Bishop. Evening appointments available on request.**